

Prairie Valley Community Schools

Master Contract

2007-2008

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EMPLOYMENT
RELATIONS BOARD

MASTER CONTRACT 2007-08
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ARTICLE I: RECOGNITION

A: The Prairie Valley Community School Board of Directors recognizes the Prairie Valley Community Education Association as the certified exclusive bargaining representative for all personnel as established by the ORDER OF CERTIFICATION, Case No. 4976, which states as follows:

“Included in the bargaining unit: All full-time and regular part-time professional employees, including classroom teachers, librarians, guidance counselors, school nurse, and Title I Teachers.”

“Excluded from the bargaining unit: Superintendent, principals, athletic director, director of Chapter I grants, all non-professional employees, and all those excluded by Section 4 of the Act.”

B: Definitions:

1. The term “Board,” as used in this agreement, shall mean the Board of Directors of the Prairie Valley Community School District.
2. The term “employee” as used in this agreement, shall mean those employees as are described in the “ORDER OF CERTIFICATION,” Case No. 4976 of the Public Employment Relations Board.
3. The term “Association,” as used in this agreement shall mean the Prairie Valley Community Education Association as certified by the Public Employment Relations Board.

ARTICLE II: SEPARABILITY

In the event that any provision of this Agreement shall become void or illegal during the term of this Agreement, such provision shall become inoperative, but all other provisions of this agreement shall remain in full force and effect for the duration of this Agreement.

Should an article be held by the courts to be illegal, then only that part found illegal shall be re-negotiated, at the request of either party, providing it is a mandatory item of negotiation.

ARTICLE III: GRIEVANCE PROCEDURE

- A. A grievance shall mean only a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement.
- B. (1) Every employee covered by this Agreement or the Association shall have the right to present grievances in accordance with these procedures.
- (2) The failure of an employee or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
- (3) It is agreed that any investigation or other handling or processing of any grievance shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving employee or of the teaching staff, unless mutually agreed otherwise.
- C. (1) First Step:
An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his/her principal, or designee.
- (2) Second Step:
If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the principal or designee. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the grievance, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within fifteen (15) calendar days of the date of the occurrence of the event giving rise to the grievance. Within five (5) school days of receipt of the written grievance, the principal shall schedule a meeting to discuss the grievance. The principal shall make a decision on the grievance and communicate it in writing to the employee, the superintendent, and the Association within ten (10) school days after the meeting.

(3) Third Step:

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee or the Association shall file, within five (5) school days of the principal's written decision at the second step, a copy of the grievance with the Superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved and the Superintendent or his/her designee shall meet to resolve the grievance. The Superintendent or his/her designee shall file an answer within ten (10) school days of the third step grievance meeting and communicate it in writing to the employee, the principal, and the Association.

(4) Fourth Step:

If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial, binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the grieving employee to the Superintendent within twenty (20) school days from receipt of the Step 3 answer to enter into such arbitration. The arbitration proceeding shall be conducted by an Arbitrator to be selected by the two parties within five (5) school days after said notice is given. If the two parties fail to reach agreement on an Arbitrator within five (5) school days, the P.E.R. Board will be requested to provide a panel of seven (7) arbitrators. The parties shall determine by lot which party shall have the right to remove the first name from the list. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the Arbitrator. The decision of the Arbitrator will be binding on both parties. Expenses for the Arbitrator's services shall be borne equally by the School District and the Association. The Arbitrator, in his/her decision, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the School District and the Association and his decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

- D. Beginning with the second step an Association representative may be present at all meetings, and, if desired by the grievant, may act as his/her representative.
- E. Should a grievance arise during the summer or be filed at such a time that processing according to the normal time lines of the agreement would continue into the summer, references in this Article to school days shall automatically convert to calendar days during said summer vacation upon mutual agreement.

Appendix A
GRIEVANCE REPORT
PRAIRIE VALLEY COMMUNITY SCHOOL DISTRICT

Date Filed: _____

STEP 2 Written Complaint to Principal

A. Date Grievance occurred: _____

B. Section(s) of Contract Alleged Violated: _____

C. Statement of Grievance* _____

D. Relief sought* _____

Signature: _____ Date: _____

E. Disposition by Principal* _____

Signature: _____ Date: _____

STEP 3 Appeal to Superintendent

A. _____
Signature of Grievant Date Received by Superintendent

B. Disposition by Superintendent* _____

Signature of Superintendent Date

STEP 4 Binding Arbitration

A. _____
Signature of Grievant Signature of Association President

B. _____
Date Submitted to Arbitration Date of Decision

C. Disposition and Award of Arbitrator* _____

ARTICLE IV: HOURS OF WORK

- A. It shall be agreed by both parties that the normal contract day for full-time employees covered by this agreement shall be of eight (8) hours duration with starting and quitting times to be determined by the Board. This shall apply to all individual contracts regardless of the number of days for which such individual contracts are awarded. Exceptions to the above are as follows:
1. Employees covered by the agreement may leave at the close of the normal students' day on Friday, except in cases where their presence is required for job responsibilities.
 2. There will be early dismissal on the day immediately preceding Thanksgiving Day and the beginning of Christmas vacation. Dismissal time to be established by the Board or designee.
 3. Exceptions may be made by the principal or superintendent to shorten the teaching day as may be necessary.
- B. It shall be understood and agreed that employees covered by this agreement shall attend meetings called by administrators. The number of such meetings shall be of reasonable quantity in order to accomplish the purpose of such meetings. These meetings may be called before school or after school, at the discretion of the administration.
1. In the case of meetings called before school, no such meetings will be called earlier than 7:45 A.M., and will end no later than 8:15 A.M., except in the case where the start of the student instructional day is delayed to a later time than the usual and normal starting time.
 2. In the case of after school meetings, such meetings may be called to start at 3:30 P.M. and will be terminated no later than 4:30 P.M.
 3. Assignments of employees to supervise and/or work at co-curricular activities, parties, etc. will be made by the administration, as a continuation of a past practice.
- C. The administration shall make a reasonable attempt to provide an appropriate substitute for any employee absent from his/her regular assignment.

ARTICLE V: EVALUATION PROCEDURES

- A. Timeframe: Regular full-time first and second year teachers shall have a Comprehensive Evaluation a minimum of three times each school year. All other teachers, shall have a Performance Review Evaluation every three (3) years, at minimum. Each staff member shall annually participate in an individual or group Career Development Plan.
1. All Comprehensive Evaluations and Performance Reviews shall be conducted between October 1 and April 20 of the current school year. Formal observations for the purpose of a Comprehensive Evaluation or Performance Review shall be at least twenty (20) minutes in length.
 2. Informal observations, such as walkthroughs, that are not a part of the employee's file, may occur at any time.
 3. When a teacher is assigned to more than one building, one evaluator will be designated.
- B. Orientation: Within two (2) weeks after the beginning of each school year, teachers shall be acquainted by a member of the administrative staff with the evaluation procedures and instruments. No formal evaluation shall take place until such orientation has been completed.
- C. Formal Classroom Observations – Comprehensive Evaluation and Performance Review: The evaluator and teacher shall mutually agree upon dates for a pre-conference, observation, and post-conference.
1. Attempt shall be made to schedule the pre-conference at least two (2) work days prior to the observation.
 2. Attempt shall be made to conduct the post-conference within five (5) work days following the classroom observation and prior to submission of the written evaluation report to the superintendent. The teacher shall be given a copy of the written evaluation report.
 3. The evaluator's written observation comments shall be reviewed at the post-conference. The evaluator and teacher shall sign and date the comments.
- D. Sections A through C inclusive of this article deal with but a single method of teacher evaluation, i.e., Comprehensive Evaluation of first and second year teachers, Performance Review of career teachers. A Review is based on the formal observation of classroom teaching performance. Nothing in this Article is to be construed as precluding evaluation of employees by any other means, such as walkthroughs.
- E. Individual Career Development Plan:
1. Each teacher shall draft an individual or group career development plan by October 1 of the school year following the conclusion of his/her previous plan.

Page 72. The evaluator will meet with the teacher to review the plan, jointly modify the plan as needed, and approve the plan within twenty (20) work days of its submission. Both the teacher and the evaluator will have a copy of the plan.

3. Modification of the plan can be made at any time by mutual agreement. The teacher and evaluator shall sign and date the modification.
4. The evaluator and the teacher shall establish a mutually agreed upon time for an annual conference to review progress in meeting the goal(s) in the plan. At the conclusion of the meeting, a copy of the Annual Update shall be signed and dated prior to being placed in the teacher's personnel file.

F. Summative Performance Review: The evaluator and the teacher shall mutually agree upon a date to discuss the review.

1. The evaluator shall provide the teacher with a copy of the completed Summative Evaluation Form at least one (1) day prior to the meeting.
2. For a teacher meeting the Iowa Teaching Standards, the evaluator and the teacher will begin discussion of future career goals that might be included in the next Career Development Plan. This conference can be included as part of the post-observation conference in those situations when the evaluator has no major concerns regarding the teacher's performance. Both the evaluator and the teacher shall sign and date the review.
3. When an evaluator indicates that the teacher is not meeting the expectations of the Iowa Teaching Standards, then those standards not being met must be identified, and the information and evidence used to make this decision will be provided to the teacher. Both the evaluator and teacher shall sign and date the review.

Intensive assistance shall be provided with timelines determined mutually between the evaluator and teacher. As per Code 284.2 definitions, "Intensive Assistance" means the provision of organizational support and technical assistance to teachers, other than beginning teachers, for the remediation of identified teaching and classroom management concerns for a period not to exceed twelve months. A summative review will be scheduled near the completion of intensive assistance.

G. All employee evaluations are to be fair and accurate.

H. Any employee evaluation, which is placed in that employee's file, is to be promptly called to his/her attention in writing. Such evaluation shall be signed and dated by the employee or copy of such sent to the employee by certified mail. The employee's signature on the evaluation does not necessarily indicate agreement with the evaluation, but rather awareness of its content.

- I. The employee shall have the right to submit, for inclusion in his/her personnel file, an explanation or other written statement regarding any evaluation.
- J. The evaluator shall provide suggestions for the improvement of deficiencies noted in any evaluation.
- K. The teacher may have a representative present at any meeting involving the performance review or other evaluation.
- L. A copy of all employee evaluations shall be accessible in one (1) file. The employee shall have the right to review the contents of the file.

ARTICLE VI: STAFF REDUCTION

- A. When, in the sole, exclusive and final judgment of the Board of Directors, decline in enrollment, reduction of program, or any other reason requires reduction in staff, the Administration shall attempt to accomplish same by attrition.
- B. Categories: Application of criteria shall occur within the following categories: Pre-school-Pre-K-6; 7-12 by subject area; special education by certification category Pre-K-12; guidance counselors; media specialists; TAG K-6 and 7-12; music K-6; instrumental music 7-12; vocal music 7-12; art K-12; P.E. K-12. Teachers will be placed in more than one classification if they are certified and qualified in more than one classification area.
- C. Criteria: Teachers within categories as described above shall be compared according to the point system set out below, and the employee within a category with the lowest total number of points shall be released. A list identifying employees' category placement shall be posted in each building and delivered to the Association president on or before the first day of second semester.
 - 1. Experience: (maximum 60 points) Staff shall accumulate points as follows: one point per semester of service within the District (including years in the Cedar Valley and Prairie Districts) and one point per year of service, up to a maximum of five points, for service in other districts. Individuals under contract after the beginning of the school year who work at least thirty contract days in a semester, shall receive one point per semester of service.
 - 2. Training: (maximum of 30 points) Staff shall accumulate points as follows: one-half point for each graduate semester hour earned beyond the BA/BS degree. All hours shall be graduate hours unless a specific exception is made by the superintendent prior to enrollment in the class. All hours not specifically in the individual's teaching field shall be subject to approval by the superintendent. All hours to be considered for credit under this section shall be submitted to the superintendent on or before the first Monday in December of the year preceding the staff reduction notification.

3. In the event that two or more employees in the reduced category have accumulated the same number of points, the following criteria shall be applied in the order listed to determine who shall be reduced.

- a. The employee with the least total teaching experience points shall be reduced.
- b. The employee with the least teaching experience points accumulated within the district shall be reduced.
- c. The employee with the least training points shall be reduced.
- d. If a tie still exists, it will be the judgment of the superintendent as to which employee shall be laid off.

D. Recall Rights:

- An employee who is terminated because of staff reduction shall have the right to be rehired to fill any opening for which he/she is certified and qualified. Such recall rights shall extend for a two (2) year period from the date of termination. If the employee desires to exercise his/her recall rights, he/she shall keep the superintendent informed of his/her current address, and the superintendent shall promptly notify him/her by certified mail when such an opening occurs.
- When recalled, the employee shall advance on the salary schedule to the next experience step beyond that which he/she was on when staff reduction occurred. The recalled employee shall also be granted any additional advancement for teaching experience in another school obtained during the lay-off and for graduate credits earned during the period of lay-off.

ARTICLE VII: VACATIONS, HOLIDAYS AND PAY PERIODS

A. It shall be agreed by both parties that the establishment of holiday observances in this contract shall be limited to and those herein listed as follows:

1. Labor Day
2. Thanksgiving Day
3. Christmas Day
4. New Year's Day
5. Memorial Day (if within the official calendar)

B. The holidays listed in Section A of this article shall be non-school days and will be considered as paid holidays.

C. Contracts are based on 190 days. Extended contracts beyond 190 days shall be paid at the rate of 1/190 of the employee's salary as per salary schedule excluding supplementary pay and House File 499 funds.

D. Employees who are new to the district may, at their option, elect to receive 50% of their first month's salary after 10 working days.

ARTICLE VIII: LEAVES

Any employee granted a leave of absence by the Board shall be returned to the staff at the end of the agreed leave.

- A. Personal Illness: Chapter 279.40, Code of Iowa, shall cover all personnel in the district, except, the maximum accumulation shall be up to, but not in excess of, the length of the contract. A doctor's certification shall be furnished by the employee, (in all cases of three or more continuous days of illness) upon request of principal.

The administration reserves the right to require medical verification of the condition requiring the employee's absence.

- B. Family Illness: Three (3) days of absence will be permitted without loss of pay each year, for husband, wife, child, father, mother, brother, sister, step-relatives which are stepchild, stepparent, stepbrother or stepsister, father-mother-son-daughter-brother-sister-in laws, and for grandparent or grandchild. That portion of any years unused leave, can be carried forward and accumulated, but the carry forward and current year's leave when added together cannot exceed a maximum of five (5) days, for relatives listed in this paragraph.

After the accumulated 3-5 days are used, an additional 5 days of an employees personal illness leave may be used for family illness.

The administration reserves the right to require medical verification of the condition requiring the employee's absence.

- C. Bereavement: Up to five (5) days bereavement, per occurrence, shall be granted without loss of pay, for husband, wife, child, father, mother, brother, sister, step-relatives which are stepchild, stepparent, stepbrother or stepsister, father-mother-son-daughter-brother-sister-in laws, and for grandparent or grandchild.

One (1) day of bereavement, per occurrence, shall be granted without loss of pay, in the event of a death of other relatives or close friends.

- D. Association Leave: The Board will allow two days of leave for two designated representatives, with pay, to attend their state delegate assembly to be used if requested by the Association seven (7) days in advance.

E. Jury Duty Leave:

1. An employee who is called for jury service shall be permitted to be absent from his/her duties without loss of pay and without charge against any other leave. Juror's fees received shall be turned over to the Prairie Valley Community School District.
2. In order to receive payment under this section, the employee must give the principal or the principal's designated representative five (5) days prior written notice of the summons for service or as much notice as is possible, and must furnish satisfactory evidence that such service was performed on the days for which payment is claimed. An employee not required to perform jury duty all day shall return to work.

F. Personal Leave: Three (3) days of absence will be permitted without loss of pay each year, noncumulative. Such leave shall be granted upon notification to the Superintendent and as per the following guidelines:

1. Personal leave may not be used to extend vacations.
2. Personal leave may not be used during the first or last ten student attendance days of the school year.
3. No more than two employees from any attendance center shall be granted personal leave during the same period.
4. Two days notice is required and notification must be in writing.

These guidelines may be waived at the discretion of the superintendent if unusual circumstances are presented.

Employees will be paid at the rate of \$50.00 per day for any unused personal leave.

G. Unpaid Leaves: Other leaves of absence without pay for reasons such as parenting or family illness may be granted at the superintendent's discretion.

H. Family Medical Leave Act (FMLA): Family medical leave shall be approved as per FMLA. Contractual beginning date of July 1 and ending date of June 30.

ARTICLE IX: TRANSFERS

- A. **Transfer Definition:** A transfer shall mean the movement of employees from building to building, the movement of secondary (7-12) employees from curriculum area to curriculum area (as defined identically with 'subject area' in Article VI: B.), or the movement of elementary (K-6) employees from grade level to grade level. If an employee's job assignment is merely reapportioned such that an employee is not moved to a new building or curricular area or grade level, this reapportionment shall not be deemed a transfer.
- B. **Vacancy Definition:** The term vacancy refers to an opening in a position as defined by the employer which the employer desires to permanently fill. A current position becoming vacant may be eliminated or restructured at the discretion of the employer. The employer may also recall employees to fill vacancies without considering transferees. Nothing shall preclude an employer from temporarily filling a vacancy on an interim basis.
- C. **Voluntary Transfers:**
1. **Notification of Vacancies:** The superintendent shall post in the school buildings and send through staff e-mail a list of permanent vacancies upon knowledge of such vacancies. Such notice shall be posted and available on e-mail for at least five (5) days to allow an employee who has not previously filed a written statement of a desire for transfer to request a voluntary transfer to said vacancy.
 2. **Request:** To be eligible for voluntary transfer to a vacant position, employees must:
 - a. File a written request to transfer within five (5) days of posting of said vacancy,
OR
 - b. File a written general statement of desire to transfer prior to posting of vacancy. Such written general statements shall include the job classification, grade and/or subject, and/or building or buildings to which the employee desires to be transferred, in order of preference. Such general requests for transfers and reassignments for the following year shall be submitted no later than May 1.
 3. **Response:** As soon as practical, the superintendent shall notify all employees who have been transferred, in writing, of their grade and/or subject assignment.
 4. **Determination:** In making decisions regarding the filling of vacancies by a single voluntary transferee or among multiple voluntary transferees and/or applicants, the vacancy shall be filled based upon the best interests of the school system as determined by administration. Decisions shall not be arbitrary or capricious. If the qualifications and benefits to the District of a voluntary transferee and an applicant are deemed equivalent by the administration, the voluntary transferee shall be given priority.

D. Involuntary Transfers:

1. Use of Voluntary Requests: Prior to May 1, there shall be no involuntary transfers to fill vacancies for the following school year, if vacancies can be filled pursuant to voluntary transfer. This restriction shall not apply to involuntary transfers that the District determines are necessary during the school year and also involuntary transfers for the following year after May 1st.
2. Notice: Notice of an involuntary transfer shall be given in writing to employees as soon as practical.
3. Meeting: An involuntary transfer shall be made only after a meeting between the employee involved and the superintendent, at which time the employee shall be given written reasons for the involuntary transfer.

ARTICLE X: INSURANCE

A. The Board agrees to provide, as fringe benefits, to all full-time employees covered by this contract, the following and only the following items:

1. Medical and Hospital Insurance:

- (a) Comprehensive Major Medical with mandatory preadmission authorization
 - (b) The employer agrees to pay full single premium
 - (c) New employees will be covered during the first full month of their actual work period.
 - (d) At no cost to the employer, family coverage described in 1(a) above will be made available upon application by eligible employees and the premium will be deducted from employees' salary.
 - (e) An additional \$176.00 will be paid to cover the premium that is currently being deducted from the employee's salary for family insurance coverage. If an employee chooses to not carry family insurance, the \$176.00 will be placed in an annuity of the employee's choice. Employees failing to select an annuity company and notify the Board Secretary of such selection by September 10th will forfeit this benefit for that contract year.
 - (f) Two health insurance plans will be offered for the 07-08 school year. Plan I will be a PPO plan with \$1000/\$2000 deductible and a \$2000/\$4000 out-of-pocket maximum. Prescription drug coverage will be \$/\$12/\$25 co-pay. Plan II will be a Health Savings Account (HSA) plan. Employees may elect to Participate in either plan. Any singlr insurance premium reduction resulting in participation in Plan II will be added to the employee' TSA or applied to the family preium
 - (g) Each employee taking health insurance coverage shall have one (\$1.00) dollar deducted from his or her September payroll.
- 2. Term Life Insurance in the amount of \$20,000.00**
- (a) Full cost to be paid by the employer

- (b) New employees will be covered during the first full month of their actual work period
 - (c) Double indemnity for accidental death
- 3. Employee long-term disability insurance
- 4. Those employees paying family insurance will have the covered family members' benefit equally in wellness activities (blood workups, shots, etc.) based on current medical opinion and under the direction of the Wellness Committee.
- 5. Dental & Vision benefits
 - (a) The employer agrees to pay full single premium.
- B. Worker's Compensation insurance shall be provided as is established and only as established by the statutory regulations governing the same and as may be applicable to employees covered by this agreement.
- C. Part-time employees (20 hours or more per week) shall receive the above benefits in a proportionate amount equal to the percent of FTE each is employed.
- D. It shall be agreed by both parties that the selection of any and all insurance carriers shall be the exclusive, sole, and unilateral prerogative of the Board; however, the Association may make recommendations to the Board regarding the carrier of the Medical and Hospital Insurance.

ARTICLE XI. DUES DEDUCTIONS

- A. Authorization: Any employee who is a member of the Association, or who has applied for membership may sign and deliver to the Board a signed authorized payroll deduction of professional dues.
- B. Regular Deduction: Pursuant to a deduction authorization, the Board shall deduct the dues from the regular salary check of the employee using one of the following options:
 - 1. Ten (10) months starting in October and ending in July
 - 2. Three (3) months starting in October and ending in December.
- C. Pro-rated Deductions: An employee who begins deduction after October shall have the total dues pro-rated through May.
- D. Duration: Such authorization shall continue in effect from year to year unless revoked in writing by a thirty (30) day notice to the Board and to the Association.
- E. Termination: The Board of Directors shall notify, in writing, the PVEA President of any PVEA member's termination. The Board of Directors and the School District accept no legal or financial responsibility for any unpaid dues.

ARTICLE XII: SALARY SCHEDULE A 2006-2007

- A. Schedule: The salary of each employee covered by this agreement shall be established in Schedule A.
- A. Per Diem pay shall be calculated using an employee's placement on Salary Schedule A + longevity + Phase money subtotaled and then divided by 190 (as described on page 15). An employee's Per Diem rate shall be used for such purposes as extended contract, as a minimum for additional legislatively mandated days, and for docked days.
- B. Horizontal Advancement: For an employee to advance to the next higher training level, it will be deemed necessary on or before the first Monday in December to file with the superintendent evidence of the necessary hours or intent to secure these hours before the beginning of the next school year. The employee shall submit evidence of completed coursework on or before the first student attendance day. (Grade card or statement from college official accepted in lieu of official transcript, which is to be submitted as soon as possible.)
- C. Nurse:
- A school nurse with a BSN/BA degree with a nursing major or higher will be paid at the rate of 100% of the appropriate step on the salary schedule.
 - A school nurse employed with a RN/ADN degree will be paid at the rate of 75% of the BA lane.
 - A school nurse employed with a LPN degree will be paid at the rate of 60% of the BA lane.

SALARY SCHEDULE - A

2007-08 Prairie Valley Schedule

Base Pay = \$23,715 Horizontal = .05 \$1304 Vertical = .04 \$949

STEP	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
1	23,715	25,019	26,324	27,628	28,932	30,237	31,541	32,845
2	24,664	25,968	27,272	28,577	29,881	31,185	32,490	33,794
3	25,612	26,917	28,221	29,525	30,830	32,134	33,438	34,742
4	26,561	27,865	29,169	30,474	31,778	33,082	34,387	35,691
5	27,509	28,814	30,118	31,422	32,727	34,031	35,335	36,640
6	28,458	29,762	31,067	32,371	33,675	34,980	36,284	37,588
7	29,407	30,711	32,015	33,320	34,624	35,928	37,233	38,537
8	30,355	31,660	32,964	34,268	35,573	36,877	38,181	39,485
9	31,304	32,608	33,912	35,217	36,521	37,825	39,130	40,434
10	32,252	33,557	34,861	36,165	37,470	38,774	40,078	41,383
11	33,201	34,505	35,810	37,114	38,418	39,723	41,027	42,331
12	34,150	35,454	36,758	38,063	39,367	40,671	41,976	43,280
13	35,098	36,403	37,707	39,011	40,316	41,620	42,924	44,228
14	36,047	37,351	38,655	39,960	41,264	42,568	43,873	45,177
15		38,300	39,604	40,908	42,213	43,517	44,821	46,126
16			40,553	41,857	43,161	44,466	45,770	47,074
17					44,110	45,414	46,719	48,023
18							47,667	48,971
Longevity	415	438	526	622	723	832	946	1067
% of base lane	1.75	1.75	2	2.25	2.5	2.75	3	3.25

- Using a \$630 minimum base, House File 499 funds (Phase II) will be integrated into Schedule A as long as Phase II is funded.
- An employee shall receive longevity pay when the employee's years of experience exceed the last vertical step in that employee's current training lane.
- The Board reserves the right to deviate upward from this schedule when it is necessary in order to fill a vacancy, or retain an employee.

Teacher Quality funds will be disbursed using Schedule A placement and formula as current practice.

ARTICLE XIII: Co-CURRICULAR ACTIVITY SALARY SCHEDULE

The salary of each co-curricular employee shall be established in Schedule B.

SCHEDULE - B

Based on BA \$23,000 Schedule

2007-08

CO-CURRICULAR SCHEDULE - PV Staff - 2006-07

	A	B	C	D	E	F
STEP	10%	8%	5.50%	4.50%	3%	1%
1	2372	1897	1304	1067	711	237
2	2466	1973	1356	1110	740	247
3	2561	2049	1409	1153	768	256
4	2656	2125	1461	1195	797	266
5	2751	2201	1513	1238	825	275
6	2846	2277	1565	1281	854	285
7	2941	2353	1617	1323	882	294
8	3036	2428	1670	1366	911	304
9	3130	2504	1722	1409	939	313
10	3225	2580	1774	1451	968	323
11	3320	2656	1826	1494	996	332
12	3415	2732	1878	1537	1024	341
13	3510	2808	1930	1579	1053	351
14	3605	2884	1983	1622	1081	360
15	3700	2960	2035	1665	1110	370

Add one step per year until the maximum steps on Schedule B is equal To the maximum steps available on Schedule A.

Classification of Activities:

- A: Head Football, Head Basketball, Head Track, Head Baseball, Head Softball, Head Volleyball, Head Wrestling, Instrumental Music
- B: Assistant Football, Assistant Basketball, Assistant Track, Assistant Volleyball, Assistant Softball, Assistant Baseball, Assistant Wrestling, Golf*, Vocal Music, Cross Country*, Summer Band, Academic Weight Room Supervisor, Summer Weight Room Supervisor
- C: Musical, Play, Jr. Hi. Basketball, Jr. Hi. Football, Jr. Hi. Volleyball, Jr. Hi. Track, Jr. Hi. Softball, Jr. Hi. Baseball, Jr. Hi. Wrestling, Fall Cheerleading, Winter Cheerleading, Speech, FFA
- D: Middle School Band, Musical Assistant, FCCLA
- E: Flagline, Drill Team, Student Council (2), Yearbook, Mock Trial, Senior Class Sponsor (2)
- F: Junior Class Sponsor (6 positions), Tri-M (1 Sponsor)

- No new activities will be started unless recommended by the principal involved and approved by the Board.

- If one individual coaches both boys and girls together, at the same time, the two positions will be paid per Schedule, paragraph C, multiplied times two.

ARTICLE XIV: DURATION PERIOD

This Agreement shall be in effect for the 2007-2008 school year beginning on July 1, 2007, and ending on June 30, 2008.

ARTICLE XV: SIGNATURE CLAUSE

Signature Clause: In witness whereof the parties have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon, all on the 21st day of May, 2007.

For the Prairie Valley
Education Association

For the Prairie Valley Community
School Board of Directors

By: Ann Albert
President

By: Deb Doyen
President

By: Barbara Langner
Chief Negotiator

By: James D. Deth
Chief Negotiator

NOTES